

# 25<sup>TH</sup> Annual Montana Arbitration & Labor Relations Conference

GranTree Inn, Bozeman, Montana  
**Thursday, September 23, 2004**

8:30–9:00 a.m.	Registration	
9:00–9:15 a.m.	Welcome & Opening	Hyalite Room
9:15–10:45 a.m.	<b>Keynote Presentation:</b> <a href="#">Globalization, International Trade, and Outsourcing: Understanding Economic Polarization in America</a> <b>Barry Bluestone</b>	Hyalite Room
10:45–11:00 a.m.	Break	
11:00–12:30 p.m.	<b>Response to Keynote:</b> <a href="#">Montana Views of the Labor Relations Future</a> Panel Members Invited: <b>Paul Polzin, Mike KupiliK,</b>	Hyalite Room
12:30–1:30 p.m.	Break for Lunch (provided)	
1:30–3:00 p.m.	CONCURRENT SESSIONS	
	Basic: <a href="#">Fundamentals of Arbitration</a> -- <b>John "Jack" Flagler</b>	Hyalite Room
	Advanced: <a href="#">Negotiations in Practice—Helena &amp; Billings School District Experiences</a> Helena: <b>Bill Rasor &amp; Larry Nielsen</b> Billings: <b>Alan Audet &amp; Kathy Kelker</b>	Madison Room
3:00–3:15 p.m.	Break	
3:15–5:00 p.m.	CONCURRENT SESSIONS	
	<a href="#">Remedies for Wrongful Discharge: European and Montana Perspectives</a> <b>Yaron Catane &amp; LeRoy Schramm</b>	Hyalite Room
	<a href="#">Work Place Discipline: Off Duty Conduct and Drug/Alcohol Use</a> <b>Ken Crippen &amp; Steve Cuddy</b>	Madison Room
	Adjourn	

## Friday, September 24, 2004

7:30–9:00 a.m.	Breakfast (provided)	
8:00–9:00 a.m.	<a href="#">The NLRB &amp; FMCS: Sister Agencies In Labor Relations – Their Roles Today</a> <b>Richard Ahearn &amp; Beth Schindler</b>	Hyalite Room
9:00–9:10 a.m.	Break	
9:10–10:10 a.m.	CONCURRENT SESSIONS	
	Basic: <a href="#">Fundamentals of the Act</a> Public – BOPA – <b>John Andrew</b> Private – NLRB – <b>Richard Ahearn</b>  ** Followed by**	Hyalite Room
	Panel: <a href="#">BOPA &amp; NLRB Standards</a> <b>BOPA Members, John Andrew &amp; Richard Ahearn</b>	Hyalite Room
	Advanced: <a href="#">Workplace Mediation</a> -- <b>Ted Handel</b>	Madison Room
10:10–10:25 a.m.	Break	
10:25–11:25 a.m.	<a href="#">Red Light/Green Light... Arbitrator Case Analysis</a> Facilitator: <b>Maggie Copeland</b> Arbitrators: <b>Jack Flagler, Dave Stiteler, Allen Pool, Bill Corbett</b>	Hyalite Room
11:30–12:30 p.m.	<a href="#">MT Employment Law Developments (aka The Karl &amp; LeRoy Show)</a> <b>Karl Englund &amp; LeRoy Schramm</b>	Hyalite Room
12:30–1:30 p.m.	Break for Lunch (on your own)	
1:30–2:00 p.m.	<a href="#">Board of Personnel Appeals Meeting</a>	Madison Room
2:00–4:00 p.m.	<a href="#">Board of Personnel Appeals Hearing</a> (if case pending)	Madison Room